

Envision Communications Group Limited – Modern Slavery Statement

This statement was last updated on 04/10/22

Anti-Slavery policies were introduced by the UK Government in 2015 under the Modern Slavery Act 2015. These policies were set out to ensure organisations supply chains are slavery free. Anti-Slavery regulations are to describe any actions taken within your organisation to avoid any risk of having part-taken in slavery throughout the supply chain.

Modern Slavery is a crime and violation of fundamental human rights. It takes various forms such as slavery, servitude, forced and compulsory labour and human trafficking. All of these have in common the deprivation of a person's liberty by another in order to exploit them for personal gain.

Envision Communications Group has a zero-tolerance approach to modern slavery, and we are committed to acting with integrity, and ethically in all our business dealings and relationships. We are committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We expect the same high standards from all of our contractors, suppliers and other business partners and as part of our contracting process, in the coming year we will be specifically restricting against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude. We would expect that our suppliers, also hold their suppliers to that very same principle and high standards.

This policy applies to all persons working for us or on behalf of us in any capacity, including employees at all levels, directors, officers, temporary workers, agents, contractors, external consultants third party representatives, and business partners. This policy does not form part of the contract of employment, and we may amend it at any time. When an amendment is made, it will be made clear the date at which the latest version is published at the top of the page.

Responsibility for the Policy

The Company has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control are to comply with it.

Management responsibility – It is important that our management team can recognise key indicators and risk factors of slavery, servitude, forced

and compulsory labour and human trafficking. The Management team are duty bound to remain approachable, to listen to concerns, and to act should they believe breaches could be occurring. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy.

Collective Responsibility – As a business, we all have a collective responsibility to remain vigilant for signs both internally, and externally within our supply chain and partners to recognise key indicators and risk factors of slavery, servitude, forced and compulsory labour and human trafficking. We all must ensure we are doing everything to comply with this policy, and help eradicate Modern Slavery. Our business family (Envision Communications Group Limited) invite you to comment on this policy and suggest ways in which we may improve our contribution to eradicating Modern Slavery. Comments, suggestions and queries are encouraged and should be addressed to the Managing Director.

Compliance with the Policy

Envision Communications Group Limited ensure all staff read, understand and comply with this policy.

You are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify your line manager or a Director as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue of suspicion of modern slavery in any part of our business or supply chains or any supplier tier at the earliest stage. If you believe or suspect that a breach of this policy has occurred or that it may occur, you must notify your line manager or company Director as soon as possible.

You can take comfort in that where appropriate, and with the welfare and safety of local workers as a priority, we will give support and guidance to our suppliers to help them address coercive, abusive and exploitative work practices within their own business and supply chains.

If you are unsure about whether a particular act, the treatment of workers generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your line manager or company Director. Our aim is to encourage openness, and we will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We therefore commit to our employees that should someone be mistaken, no disciplinary action threats or other unfavourable treatment connected to raising a concern in good faith, shall be brought upon them.

Should you believe you have suffered any such treatments, you should raise this with your line manager immediately. If you are an employee, and the matter is not remedied then you should raise it formally using our grievance procedure.

Communication & Awareness of this Policy

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of our induction process for all individuals who work for Envision Communications Group Limited.

Any updates to this policy is communicated using established methods between the business and you. Our employees are encouraged to check for updates to our policy, and are aware of its publication on our website www.envision-comms.co.uk

Our Zero tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners from the outset of our relationship with them.

Breaches of this Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.